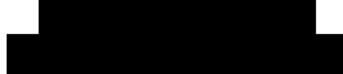

Douglas S. Vincent-Lang

PRIVACY



Summary of Qualifications: 34+ years of experience in the fields of natural resource research and management.

Public and Agency Communication Experience:

- Represented the Alaska Department of Fish and Game in a variety of public and interagency forums on both policy and regulatory issues.
- Worked with the Alaska State Legislature and U.S. Congress on issues and legislation related to fish and game management in Alaska. Presented testimony to both bodies numerous times.
- Worked with the Alaska Board of Fisheries and Alaska Board of Game chairing special task forces. The outcomes of these efforts led to development of several management plans and regulations.
- Represented the Alaska Department of Fish and Game in meetings with public organizations to resolve differences or to explain or defend agency decisions.
- Worked with the University of Alaska conducting joint research and serving on graduate committees.
- Led an information/outreach services unit.
- Developed and lead a strategic planning team.

Management and Administrative Experience:

- Director, Division of Wildlife Conservation, Alaska Department of Fish and Game
- State of Alaska Endangered Species Act Coordinator
- Directly hired and supervised staff and been responsible for their daily activities and evaluations.
- Responsible for preparation and management of budgets exceeding \$5 million.
- Served as a special assistant in the Commissioner's Office of the Alaska Department of Fish and Game.
- Led the Alaska Department of Fish and Game's habitat and restoration unit.

Communication Experience:

- Prepared numerous peer-reviewed articles and reports for publication in professional journals and other forums.
- Prepared numerous briefing reports and written correspondences.
- Presented numerous talks in both professional and public forums.
- Provided testimony to the Alaska State Legislature and U.S. Congress.
- Moderated workshops and sessions at professional meetings.
- Chaired numerous task forces and other working groups.
- Appointed to various teams and work groups.

Research Experience:

- Led a 30-member research group tasked with evaluating habitat needs and instream flow requirements of fish in an ecosystem potentially impacted by hydroelectric development. The outcome of this work was recommended instream flow requirements for several species of fish present in the drainage.
- Led a research effort developing a process for evaluating impacts to riverine ecosystems from bank angling and recommended research to evaluate impacts and management strategies to reduce impacts. The outcome of this effort was a regulatory management plan that aims to reduce impacts to critical riparian habitats, while maintaining recreational opportunity.
- Led a team responsible for research and management of marine sport fisheries in the North Gulf of Alaska.
- Evaluated ecosystem-level impacts associated with oil and gas development in the Arctic Coastal Plain and Chukchi and Beaufort Seas.
- Oversight of the Alaska Department of Fish and Game's habitat restoration and research program.
- Oversight of the Kachemak Bay National Estuarine Research Reserve, a joint venture between the Alaska Department of Fish and Game and the U.S. Department of Commerce.

Employment History:

Director, *Division of Wildlife Conservation, Alaska Dept. of Fish and Game.*
January 2012 – December 2014. Anchorage, Alaska. **PRIVACY**

Lead responsibility for management of Alaska's wildlife under sustained yield principles and public trust doctrine principles. Responsible for a staff of over 300 people and an annual budget of over 50 million dollars. Lead for Alaska Board of Game interactions. Lead responsibility for legislative wildlife issues, both on a statewide and national level. Department lead for the Western Association of Fish and Wildlife Agencies. Department representative on the Department's official foundation.

Special Assistant, *Alaska Dept. of Fish and Game, Commissioner's Office.*
August 2006 – December 2011. Anchorage, Alaska. **PRIVACY**

Coordinate development of policy across state agencies on Endangered Species Act issues throughout Alaska. Coordinate the development of climate change policies and strategies for the Department. Represent the Department on the Governor's Resources and Climate Change sub-cabinets. Prepared the Department's first ever climate change strategy. Co-chaired the Research Needs Work Group under the Governor's Climate Change Sub-cabinet. Work with user groups, the legislature, various regulatory agencies, universities, and other resource agencies representing the department and its policies and positions. Chaired the State's Endangered Species Act policy group, composed of the Department's of Fish and Game, Natural Resources, Law, Commerce and Economic Development, and the Governor's Office. Represented the State on national ESA Task Force.

Special Assistant, *Alaska Dept. of Fish and Game, Division of Sport Fish.*
July 2005 – August 2006. Anchorage, Alaska. **PRIVACY**

Coordinated development of policy on a wide range of issues related to the research and management of fish and wildlife throughout Alaska. Worked with user groups, the legislature, various regulatory agencies, universities, and other resource agencies representing the department and its policies and positions. Led the Department effort on recreational fishing issues in marine waters off Alaska.

Assistant Director, *Alaska Dept. of Fish and Game, Division of Sport Fish.*
June 1999 – June 2005. Anchorage, Alaska. **PRIVACY**

Coordinated development of policy on a wide range of issues related to the research and management of sport fisheries throughout Alaska. Worked with user groups, the legislature, various regulatory agencies, universities, and other resource agencies representing the department and its policies and positions. Acted as the Sport Fish Division lead on a state-federal subsistence fisheries liaison team. Supervised a strategic planning team in charge of Divisional planning efforts. Led the Alaska Department of Fish and Game's habitat and restoration unit. Evaluated the development of marine protected areas for groundfish.

Visiting Professional, *U.S. Fish and Wildlife Service - Management Assistance Team.*
August 1998 – June 1999. Fort Collins, Colorado. **PRIVACY**

Developed a process model that a resource agency could use to develop a strategically planned outreach or communication program. Acted as an advisor to the team on a variety of issues related to working with state fish and wildlife agencies on planning, budgets, marketing and outreach, personnel, leadership development, working with diverse groups, and agency reviews. Moderated or presented workshops with regional associations of fish and wildlife agencies.

Employment History (continued):**Research/Management Biologist, Alaska Dept. of Fish and Game, Division of Sport Fish.**
August 1981 – August 1998. Anchorage, Alaska. **PRIVACY**

Held a variety of positions associated with the research and management of sport fisheries in Alaska:

- Served as an Assistant to the Director, working with user groups, the legislature, various regulatory agencies, universities, and other resource agencies representing the department and its policies and positions.
- Supervised an information services/outreach unit responsible for communicating department positions and policies and educating the public regarding regulations and fishing opportunities.
- Supervised a \$1.4 million annual access program responsible for providing environmentally-responsible access to recreational fisheries throughout southcentral Alaska.
- Supervised a 30-member research unit directed with evaluating the impacts of hydroelectric development on instream flows and fish and wildlife resources.
- Supervised a unit responsible for research and management of recreational marine fisheries throughout Alaska.
- Led a task force responsible for developing regulations for sport fishing guides and outfitters operating in Alaska.
- Represented the department on various national and international boards and commissions.
- Worked as an area management biologist responsible for research and management of marine recreational fisheries in the North Gulf of Alaska.
- Supervised an outreach/information services section.

Education:

M.S., Biological Oceanography, 1980, University of Alaska - Fairbanks.

B.S., Population Dynamics/Biology, 1978, University of Wisconsin - Green Bay.

Professional Highlights:**Wildlife Management:**

- **Director**, Division of Wildlife Conservation, Alaska Department of Fish and Game.
- **Western Association of Fish and Wildlife Agencies** – Lead Department representative; Won the Agency's President Award
- **State ESA Policy Lead** – Coordinated state policy related to federal ESA issues.
- **Conservationist of the Year Award** – Alaska Chapter Safari Club International.

Fisheries Management:

- **Assistant Director**, Division of Sport Fish, Alaska Department of Fish and Game.
- **Shark Management Plan** - Led a research effort that resulted in development of management plans aimed at sustaining shark fisheries in state waters.
- **Kenai River Riparian Habitat Management Plan** – Led a research effort that resulted in the development of a regulatory management plan aimed at sustaining recreational fisheries along the banks of the Kenai River.
- **Wild Rainbow Trout Management Plan and Sustainable Fishery Policy** - Led a task force charged with the development of management plans and regulations aimed at sustaining Alaska's wild rainbow trout fisheries.

Policy:

- **State ESA Policy Lead** – Coordinated state policy related to federal ESA issues.
- **Climate Change** – Led Department effort to develop a department strategy on climate change and represented the Department and/or state on federal climate efforts and initiatives.
- **Sub-cabinets** – Represented the Department on the Governor's Resources and Climate Change Sub-cabinet

Professional Highlights (continued):**Organizational:**

- **Director**, Division of Wildlife Conservation, Alaska Department of Fish and Game.
- **Habitat and Restoration** – Led the Department's habitat and restoration unit.
- **Development and Hiring of Sport Fish Planning Team** – I hired and led a planning team that developed a first ever strategic plan for the Division of Sport Fish and that has integrated planning into the management of Alaska's recreational fisheries.
- **Susitna Hydro** - Led a 30-member research group tasked with evaluating habitat needs and instream flow requirements of fish in an ecosystem potentially impacted by hydroelectric development.
- **Kachemak Bay National Estuarine Research Reserve** – Developed a strategic plan for the KBNERR, a joint venture between the Alaska Department of Fish and Game and the U.S. Department of Commerce
- **Board Member** – Outdoor Heritage Foundation of Alaska (2014-present)
- **Board Member** – Alaska Chapter Safari Club International (2012-present)
- **Board Member** – Resource Development Council (2014-present)

Legislative:

- **State Legislature** - Numerous testimonies to the Alaska State Legislature on numerous topics.
- **US Congress** – Numerous testimonies to the US Congress on numerous topics.
- **State Legislation to Bond Hatchery Upgrades** – Led the Department effort the successfully pass legislation to bond the upgrade of state hatcheries using a surcharge to sport fishing licenses.
- **Federal Legislation to Fix Federal Aid** – Worked with the U.S. Congress to pass the Federal Aid Improvement Act.
- **Sport Fish Guide Licensing** – Led the Division of Sport Fish effort to successfully pass legislation requiring licensing of the Alaska sport fishing guide industry.
- **Hatchery Bond/License Fee Legislation** - Led the Division of Sport Fish effort to successfully pass legislation to replace the Division aging hatchery infrastructure.

International:

- **Polar Bears** – Part of US Delegation on Range States Polar Bear Group, US-Russia bilateral on polar bears, and US-Canada MOU on polar bears.
- **Convention on the International Trade of Endangered Species (CITES)** – Represent the state on the International Relations Committee for the Association for Fish and Wildlife Agencies.
- **International Porcupine Caribou Herd Working Group** – Presidential appointed representative to this international Board